

WHAT DOES BELONGING TO ISASA SAVE A SCHOOL?

A school with a fee range of R60 000 – R85 000 per annum, for example, and a projected ISASA annual subscription of R80 000, could save the following by becoming a member of ISASA:

ITEM	Cost without ISASA	Cost with ISASA	Savings
Public Liability Insurance: R19 m over R1 m Policy	R25/pupil x 450 = R12 150	Included	R12 150
3 Staff Advertisements (However, schools are not limited in the number of advertisements that they can place)	R6 500 x 3 = R20 500	Included	R20 500
Basic, initial legal advice on a school problem (primarily South African schools)	R10 000	Included	R10 000
Human Resource Documents (primarily South African schools)	R8 000	Included	R8 000
1 "best practice" school policy (e.g. grievance procedures, substance abuse policy, etc.)	R10 000	Included	R10 000
Training Workshop (e.g. Performance Management) for 2 Staff Members	R6 500 x 2 = R13 000	R3 000 x 2 = R6 000	R7 000
Advertising 2 School Workshops/Talks	R4 000 in media	Included	R4 000
Salary Benchmarking Survey	R10 000	Included	R10 000
Employee Psychosocial Programme	R1 300	Included	R1 300
Independent Education Magazine: Eight Copies of Each Issue (Three issues per year = 24 Magazines Per Year)	R140 x 24 = R3 360	Included	R3 360

Total Savings for Full Active Members: R86 310

The table shows that the cost of ISASA membership often can be totally offset against what a school saves by using our services. Some of these services and savings are as a result of access to bulk purchasing ability or bulk data collected by the association, which an individual school would struggle to replicate.

MEMBERSHIP

Schools that meet ISASA's conditions for membership become **Active Members**. They receive all services and may use the ISASA logo. If a school cannot yet meet the membership conditions it may, at ISASA's discretion, be afforded **Introductory Status** for one year.

Introductory Status Schools only receive some ISASA services and may not use the ISASA logo. ISASA may, again at its discretion, extend the Introductory Status duration for at most another year, if the school is still working towards meeting all the conditions for Active Membership.

HOW TO CONTACT ISASA

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Independent Schools Association of Southern Africa

Quality Values Diversity



WHY BELONG TO ISASA?

WHAT IS ISASA?

The Independent Schools Association of Southern Africa (ISASA) is the oldest, largest and most inclusive association of its kind in the region.

ISASA is a non-profit organisation which represents its members and provides them with more than 50 services to protect their interests, promote best practice and support quality education and school sustainability.

ISASA serves more than 870 schools representing a broad spectrum of socio-economic and cultural communities, religious affiliations, philosophies and educational levels, from pre-school to post-matric.

Our low-, mid- and high-fee member schools educate more than 205 000 pupils.

WHY BELONG TO ISASA?

We support you within a community of colleagues

- **Professional Communities:** For peer support and professional development, school leaders can join the heads' association (SAHISA) or the bursars' association (SABISA) at no extra cost. They can also attend annual conferences, regional meetings and phase meetings for Early Childhood Development (ECD), primary, high and Learners with Special Educational Needs (LSEN) schools, and participate in discussion forums.
- **Inclusive Membership:** Because so many different types of schools belong to ISASA, new members are sure to find other schools that share similar experiences and challenges.
- **One-On-One Support:** Our Regional Directors, with years of experience running schools, visit your school at least once a year and provide invaluable advice when needed.
- **Communication:** You are kept up to date through the Weekly Bulletin, the Executive Director's Report, regular policy memoranda (primarily for South African schools) and our flagship magazine, *Independent Education*.

ISASA Brand:

Quality • Values • Diversity

The ISASA brand is a powerful aid in marketing your school because it is known as a hallmark of high educational standards and ethical practice.

We make your lives simpler

- **New Challenges:** ISASA's strategic intelligence enables us to anticipate challenges that our members may face, address potential problems and produce the necessary tools to enable our schools to manage these challenges.
- **Help Line:** ISASA office staff are available to provide prompt answers to your queries.
- **Employee Wellness:** ISASA, through Reality Wellness, offers an employee psychosocial programme for member schools.
- **Media Relations:** ISASA has the expertise to assist you in a crisis.
- **Tailor-Made Resources:** Our website provides comprehensive resources to assist independent schools in implementing best practice and meeting compliance demands.

We promote your interests and protect your rights

- **Advocacy:** ISASA consistently combats negative public perceptions and advocates the value and interests of the sector in the media and stakeholder forums.
- **Quality:** ISASA is the only independent school association that quality assures schools for membership and requires a commitment to a code of ethics.
- **Lobbying Government:** ISASA has the size, credibility and expertise that no individual school can muster to negotiate with government, represent its members on key bodies and positively influence policy and practice (primarily for South African schools).
- **Policy Expertise:** Our policy team analyses legislation and policies to identify those that affect our members. We explain what is new and what it means for your school (primarily for South African schools).
- **Administrative Injustices:** We interact with government at all levels to uphold your rights in

areas such as registration, subsidies and property rates and to remedy injustices (primarily for South African schools).

- **Independence:** We safeguard your independence to ensure you have the freedom to fulfil your school's particular mission, choose a curriculum and examination, appoint staff, select your pupils and control your governance, finances and operations.
- **Schools' Value-Add:** ISASA helps members understand the importance of differentiating a school in a competitive market, developing its distinctive mission and using its freedom to innovate and communicate its value-add.

We help you to implement best practice

- **Independent Quality Assurance:** All member schools are required to be quality assured every six years. This quality assurance uses a model based on international best practice that is also a powerful developmental tool.
- **Best Practice Workshops and Courses:** ISASA's customised workshops enhance the capacity of school leaders and staff to implement best practice. Some workshops are paired with complementary publications.
- **Publications:** ISASA has published bespoke, sector-specific manuals on School Governance, Transformation and Diversity, and Effective School Marketing.
- **Professional Development:** We have worked with universities to develop customised, accredited courses for heads and bursars, such as the Leadership Development Programme at Wits Business School. ISASA is also a SACE-accredited professional development provider.
- **Curriculum Development:** Through our representatives on curriculum and assessment committees, ISASA influences official South African policy. We also facilitate curriculum and assessment training for school staff.
- **Diversity:** ISASA is committed to transformation, diversity and inclusion in the organisation and within its member schools and provides resources to support this process.
- **International Links:** We interact regularly with independent school associations

worldwide, sharing information and best practice. Our annual scan of key trends in global and local environments, and the implications thereof, assists member schools with strategic planning.

We strengthen your school's sustainability and save you money

- **Legal Advice:** ISASA can provide basic, initial legal advice to members. Ongoing legal issues will require that the school contact a law firm.
- **Risk Management:** ISASA protects your school against litigation with products like its model Enrolment Contract that ensures compliance with legal requirements (primarily for South African schools).
- **Legal Action:** As a last resort, ISASA uses legal action to defend our schools' rights. This can include legal advice on competition law, property rates, human resources and employment contracts, admission and enrolment contracts, as well as legal assistance in some specific instances where member schools had been challenged legally over admissions, exclusions and related issues.
- **State Subsidy:** If your school qualifies for a state subsidy, we assist you to obtain the subsidy you are due. About 30% of our member schools qualify for state subsidies.
- **Group Financial Benefits:** Our large membership enables ISASA to obtain group benefits at reduced rates, e.g. public liability insurance and the ISASA Pension Fund (*the Fund is only available in South Africa*).
- **Benchmarking:** ISASA collects data and provides benchmarking information on key sustainability issues, for example salaries.
- **Manuals:** Our Governance, Human Resources and Industrial Relations manuals, "pro-forma" contracts and policies save you time and money.
- **Consultants at Reduced Rates:** Human resources professionals linked to ISASA offer advice and customised training workshops for members at reduced rates.
- **Free Advertising:** Through the ISASA website and Weekly Bulletins, members successfully advertise school events, conferences and staff vacancies at no extra cost.